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ABSTRACT

The attitudes of deans of the faculty of education at Turkish universities about educational change and the restructuring process were studied. Responses were received from all 42 deans of faculties of education in Turkey. Deans wanted change to occur at the highest levels of the educational system, but indicated that they themselves did not resist change. Deans had positive attitudes toward change and expressed their interest in following new developments in their field. Most of the deans did not agree that change could cause them to lose control over their jobs, although some expressed no opinion on this statement. Overall, deans expressed positive attitudes concerning change in higher education in Turkey. (SLD)

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THE ATTITUDES OF THE DEANS OF THE FACULTY OF EDUCATION REGARDING THE CHANGE IN THE RE-STRUCTURING PROCESS

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ABSTRACT

The aim of this research is to determine the attitudes of the deans of the faculty of education regarding the change in the re-structuring process. The framework of this research consists of 42 faculties of education. As it was considered that it was possible to reach all the parts of the framework, samples were not taken. The researcher prepared a survey of 14 questions as a means of data collection.

At the end of the research, it is determined that the attitudes of the deans of the faculty of education regarding the change in the re-structuring process of the demanded faculty are high.

METHOD

This study was carried out to evaluate the attitudes of the deans of the faculty of education regarding the change in the re-structuring process.

The framework of the research consists of 42 deans of the faculty of education who are in charge in the year 2000. As it was possible to reach all the deans of the faculty of education, samples were not taken.

A survey of 14 questions was used as a means of data collection.

The survey was sent to 42 deans of the faculty of education and all of them answered the questions except the dean of the faculty of education of Middle East Technical University.

The rate of the participation to the research is 97.6 %.

The statistical analysis of the survey was made by using the statistical SPSS software program.

FINDINGS

The aim of this survey is to determine the attitudes of the deans of the faculty of education regarding the change in the re-structuring process; to analyze and interpret the findings and to make suggestions, if it deems necessary. The distribution of the answers given to the survey and the weighted means are given below. The table was examined in accordance with the range of the attitudes and at the end a brief summary was presented.

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THE FREQUENCY DISTRIBUTIONS REGARDING TO THE ATTITUDES (PERCENTAGES)

CHOICES

		NO ANSWER		1 (THE LOWEST)		2 (LOW)		3 (MIDDLE)		4 (HIGH)		5 (THE HIGHEST)		MEAN $\overline{X}$
QUESTION	n	n	%	n	%	n	%	n	%	n	%	n	%	
1	41	0	0	0	0	1	2,4	7	17,1	17	41,5	16	39	4.1
2	41	6	14,6	26	63,4	8	19,5	1	2,4	0	0	0	0	1.3
3	41	4	9,8	29	70,7	5	12,2	2	4,9	1	2,4	0	0	1.3
4	41	2	4,9	0	0	0	0	6	14,6	15	36,6	18	43,9	4.3
5	41	6	14,6	21	51,2	10	24,4	3	7,3	1	2,4	0	0	1.5
6	41	5	12,2	9	22	8	19,5	6	14,6	8	19,5	5	12,2	2.7
7	41	0	0	0	0	1	2,4	3	7,3	13	31,7	24	58,5	4.4
8	41	1	2,4	1	2,4	4	9,8	5	12,2	19	46,3	11	26,8	3.8
9	41	1	2,4	0	0	1	2,4	0	0	16	39	23	56,1	4.7
10	41	4	9,8	24	58,5	9	22	4	9,8	0	0	0	0	1.4
11	41	0	0	1	2,4	0	0	9	22	18	43,9	13	31,7	4.0
12	41	3	7,3	0	0	7	17,1	8	19,5	10	24,4	13	31,7	3.7
13	41	0	0	1	2,4	0	0	0	0	7	17,1	33	80,5	4.7
14	41	4	9,8	27	65,9	6	14,6	0	0	2	4,9	2	4,9	1.3

1. The deans of the Faculty of Education want **"the change in the re-structuring process of the faculties of education" at "high" and "the highest"** level.

In accordance with the statement "A nation is only as good as its teachers," the quality and the quantity of the change to be made at the Faculties of Education are important for the future of our country.

2. The Deans of the Faculty of Education prefer the choice **"I resist the new ideas"** at "the lowest" level. In this way they state that they do not regard this attitude.

This could stimulate our nation to reach the level of the contemporary civilization.

3. The Deans of the Faculty of Education do not agree with the opinion, **"I do not like the managers who support the change since they are usually unsuccessful."**

If the beneficial change is supported, it will provide the managers with leadership qualifications.

4. The Deans of the Faculty of Education agree with the idea that the change is for the benefit of the organization at "the highest" level.

But this attitude should not mean that nothing can be worse than this.

5. The Deans of the Faculty of Education do not agree with the idea that most of the changes include negative thoughts.

This attitude could create a positive effect on the re-structuring process of the Faculties of Education.

6. The Deans of the Faculty of Education have to agree with the idea that the change is mostly for the benefit of the employees.

This result calls the attention to the variables which provide the attractiveness of the organization.

7. The Deans of the Faculty of Education agree with the idea that change is necessary at "high" and "the highest" level.

Certainly the cause and effect relationships which include the concept of change are relative. Most of them could be sampled from a very ideal environment. Thus, because of the special nature of these relationships a solution is unlikely to be find.

8. 73,1 % of the subjects are involved in the choices of "high" and "the highest." For this reason the deans of the Faculty of Education agree with the idea, **"I use my authority to those who resist the change"** at a high level.

It is expected from the deans of the Faculty of Education to try the ways of "effect" rather than use their authority.

9. The Deans of the Faculty of Education involved in the re-structuring process, approve of the attitude, **"I develop new approaches"** at a high level.

This attitude could possibly help the evolution of the faculties.

10. The Deans of the Faculty of Education do not agree with the idea, **"if there is a change in my business I fell less safe."**

This result could mean that the deans are highly self-confident. However, this confidence should not prevent them from taking the necessary measures.

11. The Deans of the Faculty of Education agree with the idea that the change "helps the solution of the problems concerning the faculty governance."

Certainly the change could be important if it can contribute to the realization of the objectives of the organization.

12. Although the deans are partly doubtful, they agree with the idea, **"I accept the change which is approved by everybody."**

Being in harmony with others is useful provided that the direction of the change is right. Actually, the aim is to choice the right way of action, rather than acting with others.

13. The Deans agree with the idea, **"I follow the new developments related with my job"** at "the highest" level.

Certainly, following the new developments is the first step in the improvement of the job.

14. The Deans of the Faculty of Education do not agree with the idea, **"the change can cause me to lose my control over my job."**

It is noteworthy that some of the deans did not have any assessment about this idea.

Definitely the duty of a manager is to achieve the objectives of his/her organization. Therefore, the change becomes a current isssue.